



# FMCS | FEDERAL MEDIATION & CONCILIATION SERVICE

## Information at a Glance



**Acting Director**  
Richard Giacalone  
Acting since June 2018

### Key Services

Collective Bargaining Mediation  
Grievance Mediation  
Relationship Building  
ADR Services for Government  
Education and Outreach

### Staff

Although headquartered in Washington, D.C., the public functions of FMCS are delivered through a network of regional offices. The FMCS employs 220 workers, including 154 mediators across the country.

### History

Established in 1947 as an independent agency by the National Labor Relations Act (Taft-Hartley).

### Impact by the Numbers

In FY 2017, FMCS mediators monitored more than 11,000 collective bargaining mediations, and actively mediated over 3,200. In addition, FMCS mediators conducted more than 1,900 training programs, 1,650 grievance mediations, and 1,200 employment mediations.

### Connect with FMCS

Facebook.com/fmcs.usa  
Twitter.com/fmcs\_usa  
Youtube.com/fmcsinfo  
Fmcs.gov/careers

## Fast Facts about the Agency

**FMCS is mission-driven to resolve conflict, promote problem-solving relationships and build partnerships.**

### Overview

More than 70 years ago, Congress had the wisdom and foresight to recognize that although workplace conflict is inevitable, disruptive work stoppages need not be. Managing conflict or preventing it altogether was seen as the best way to avert adverse economic impacts. Congress created the Federal Mediation and Conciliation Service (FMCS) in 1947 with the explicit objective of "assist[ing] parties to labor disputes in industries affecting commerce to settle such disputes through conciliation and mediation."

In subsequent years, Congress recognized the additional economic benefits of a more proactive approach to workplace stability and conflict resolution in passing the Labor-Management Cooperation Act of 1978 and the Administrative Dispute Resolution and Negotiated Rulemaking Acts of 1990 positioning the FMCS as the premier agency for providing conflict resolution services. These statutes leverage our mediators' unparalleled conflict resolution experience and skills, both nationally and internationally, across all sectors, industries, and dispute arenas, at the workplace and the bargaining table, in the public policy arena, and in skills development forums, to improve relationships and create the trust, respect and communications skills essential to job growth and economic security.



### What We Do

FMCS provides comprehensive conflict resolution services in five major areas: collective bargaining mediation; grievance mediation; relationship development training; ADR services to government entities; and education, outreach and advocacy.

### Did You Know?

At FMCS, we are always looking for new and innovative ways to provide meaningful joint problem-solving assistance. That's why we are developing innovative programs incorporating cutting-edge subjects like: the neuroscience of conflict; the impact of generational differences in the workplace; and new models for collaborative bargaining over economic issues. We also offer electronic mediation, training webinars, and parties can file the Notice to Mediation Agencies form F-7 online.



## FMCS Services

Collective Bargaining Mediation

Grievance Mediation

Relationship Development and Training

Alternative Dispute Resolution (ADR) Services

International Training and Exchange

Arbitration Services

FMCS Institute for Conflict Management

Education, Advocacy and Outreach

Employment Mediation and Non-Bargaining ADR

## Our People and Leadership

The FMCS employs 220 people, including 154 full-time FMCS Mediators (Commissioners) who are full-time excepted service employees of the Federal government and are stationed in offices throughout the United States.

Learn more about the Agency organizational chart and how you can join us at [www.fmcs.gov](http://www.fmcs.gov).



## FMCS Impact by the Numbers\*

In fiscal year 2017, FMCS mediators:

- ◆ Actively monitored more than 11,000 collective bargaining negotiations
- ◆ Actively involved in mediating more than 3,200 collective bargaining negotiations
- ◆ Achieved settlement in 87.1% of the CBM cases
- ◆ Actively involved in mediating 1,200 ADR cases
- ◆ 3,230 active mediations
- ◆ 1,956 training programs conducted (RDT)
- ◆ 1,650 grievances mediated
- ◆ 11,836 arbitration panels issued

\*FMCS FY 2017 Closed Case program data FMCS Annual Report.



## Our Locations

Along with our Headquarters in Washington, D.C., FMCS provides services through a network of 10 district offices and more than 60 field offices located in major cities throughout the United States.

## How to Apply

FMCS full-time positions are posted on USAJobs.gov, the portal for Federal government employment. You will need to create an account, after which you may apply for jobs and receive automated job alerts on the latest listings.

The ideal candidate for FMCS Field Mediator has full-time experience in the collective bargaining process. This experience would have been gained by serving as a chief or lead spokesperson, second chair or benefits expert (representing labor or management) in collective bargaining negotiations or while serving as a mediator or facilitator with parties engaged in the collective bargaining processes. United States citizenship is required.

## Learn More!

Visit us at [www.fmcs.gov](http://www.fmcs.gov) to learn more about our work resolving labor-management disputes, building labor-management relationships, providing alternative dispute resolution services and education and outreach. And follow FMCS on Facebook, Twitter and our agency YouTube channel for up-to-date information about events important news!

"With a history of more than a half century of providing mediation and facilitation services, FMCS has more collective experience in dispute mediation than any other agency of government."